

2015 Diversity Plan Accountability Report - TAMU

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Introduction:

Diversity is a cornerstone value of the CVM and we aspire to both lead and collaborate within our profession in regards to climate, equity, and inclusion. A diverse and inclusive environment is essential for preparing veterinary leaders with an intentional, open, and global perspective, and we recognize how fortunate we are to reside on a campus where diversity is a priority. The CVM affirms diversity both broadly and specifically, and our community aims to be representative of our ever-changing state and nation. In our recent AVMA COE accreditation visit, the team commended the CVM on its positive and inclusive work and learning environment. Through this document, we hope to share the breadth and depth of the work accomplished this year that supports TAMU Vision 2020 and the Campus Diversity Plan.

Recruitment- Assess and describe the strategies your unit has implemented to attain a strong, demonstrable presence of diversity in our faculty, staff, students, and administrators where they have been historically underrepresented in your discipline, your unit, and/or in the institution.

College Support and Leadership

The CVM Dean has chaired the CCD for the past five years and is the current President of the AAVMC national organization, which sponsors a variety of annual diversity-related initiatives, conferences, and recruiting venues within the profession. She is a frequent speaker on issues related to equity and gender bias, was interviewed and quoted in an *Insight into Diversity* publication, and ensured that diversity and inclusion was addressed in the CVM strategic plan. We were pleased that Dr. Christine Stanley was asked to participate as a panelist for the Leadership Institute of the AAVMC. The CVM is one of the only veterinary colleges to dedicate an Associate Dean (AD) to serve as the CVM Director for Climate and Diversity. This has translated into national recognition for TAMU efforts as she has been asked to serve on national committees within the profession including the Planning Committee and as a speaker on development of a positive climate for the upcoming **Southeast DiVersity Matter Symposium, Diversity Committee of the AAVMC** (developing consensus on accreditation standards related to diversity and cultural competence), and the Program Committee for the **Veterinary Health and Wellness Summit**. In addition, the AD serves as co-chair for the **TAMU Campus Climate Matters Conference** and represents the CVM on the DOC and DLG. We provided funds for co-sponsorship of the **TAMU Hispanic Network 2015 Summit** and the **2015 TAMU African-American Professional Organization Gala**. TAMU CVM was nominated for the Zoetis Diversity and Inclusion Award for leadership in the profession.

Student Leadership @ the National level

2013	SAVMA Information Technology Officer –Chase Crawford
2013	VOICE National President –Sabina Sheppard
2014	SAVMA President –Ricci Karkula
2015	Marshall Scholarship –Ashton Richardson
2015	VOICE National President –Angela Harrington
2015	SAVMA delegate to the National Voice Chapter –Erin Black
2015	SAVMA Editor of the <i>The VET GAZETTE</i> – Stephen Marsh
2016	SAVMA Information Technology Officer – Michael McEntire

Faulty & Staff

Dedicated efforts to enrich the pipeline of URMs occurs at all levels. A notable development to enhance the pipeline of URM faculty has been the use of Diversity Funds to help support 3 URM residents who were hired in the 3 clinical departments through conventional recruiting mechanisms. The CVM currently offers support for 2 research fellows through a diversity initiative. All staff and faculty positions are now more intentionally advertised to diversity networks and all advertisements use inclusive language encouraging application. During the search process, a number of diversity “best practices” are employed including phone calls to references with no visuals, targeted calls to increase the pool, more intentional advertising, list of common questions for all candidates that include a climate and diversity query, and a diversity category on the pre- and post-interview rubrics. All of the administrators who report directly to the Dean must share their diversity efforts as part of their annual evaluation, and hiring policies and best practices are discussed at the Executive Committee level.

DVM Students

The CVM remains in the upper half of all DVM programs in URM student numbers. A current student recruitment initiative is an MOA for admission of Prairie View A&M University students to the DVM program. This program would help strengthen the relationship with our “sister institution”. Additional efforts at PVAMU have included an admissions workshop conducted by 3 DVM students, visits to the Pre-Vet Club, and a presentation by the AD at the Undergraduate Medical Academy for the past 4 years. Several PVAMU students were individually mentored, hospital tours were sponsored, and an interview workshop at TAMU was made available. In addition to the “Sister Institution” scholarship that is available for PVAMU students that enter the DVM program, additional scholarships are also available. Several faculty members are working collaboratively in both undergraduate and research areas with PVAMU. Diversity has been intentionally addressed by DVM Selections Committee training sessions, removal of barriers to admission, active recruitment efforts in high minority population areas, increasing the points assigned for socioeconomic factors, and moving towards a more holistic packet review. At least one cultural competency scenario has been used each year for the past 4 years in the Multiple Mini Interview (MMI) process and shared with other CVMs. The MMI process has been utilized for interviews since 2011, and provides a more consistent and fair evaluation of candidates, evaluates a series of attributes that we believe are important for healthcare professionals, and has been shown to have less bias for candidate URM status and gender.



PVAMU students & CVM-TAMU Student delegates and Administrators during a visit to PVAMU (2015)

Graduate, BIMS, and K-12 students

CVM implemented a summer fellowship program that sent our students to Midland, Amarillo, and San Antonio to present animal health topics to teachers and DVMs in those regions and help them interact with local youth programs.



DVM African American delegates present to 75 4th graders in Bryan to do a rabies Presentation to 75 4th graders (Oct, 2014)

The Partnership for Environmental Education and Rural Health (PEER) K-12 program continues to promote the expansion of lessons in science, mathematics, and health education into classrooms in rural Texas through teacher training and use of “The Veterinarian’s Black Bag” program with 59,480 curricular downloads by 3,751 teachers. The PEER program impacted 348,843 students in 2015. Active outreach and recruitment of graduate students has increased by having a representative attend numerous graduate school fairs in Austin, Houston, San Antonio, and North Texas with diverse populations that are traditionally underrepresented in the biomedical sciences field. An electronic form was developed for newly admitted BIMS non-thesis Master’s students that includes an open box for self-identifying gender and asks optional questions regarding whether the student would like to receive information about services and resources available (LGBTQ and Allies, students with children, students with disabilities, etc.). The BIMS program participated in 7 fall recruiting events and sponsored a visit for community college (CC) partners in their longstanding 2+2 program. The BIMS program has also maintained their successful and active 2+2 program agreements with 13

community colleges selected for diversity based on ethnicity, socioeconomic factors, and geographic location. BIMS newly initiated 2+2 agreements this year (currently working on signatures) are with Western Texas College (Snyder, TX) and Lone Star College (Houston area). BIMS was added to the Board for the Roscoe ISD Collegiate schools in order to ascertain best practices for working with students who are classified “freshmen” with over 50 hours of credit. BIMS University Studies Veterinary Medicine (USVM) degree has grown exponentially this year (88 USVM students). Many of these students would have left the college were it not for the option of having an area of concentration in BIMS and two complementary minors to allow them to pursue jobs other than professional school.

Visual Presence (<http://vetmed.tamu.edu/diversity>)

The new CVM Diversity website, launched in January 2015 (with 334,000 page views to date) and moved to the front homepage of the CVM website (October 2015), features monthly diversity programming and announces diversity training and programming events in the “News”



section (71 events in 2015). A CVM Diversity email address was initiated to aid in communication. The Veterinary Medical Teaching Hospital developed an informational page in Spanish on its website.

Retention – Assess and describe the strategies designed to retain diversity in our faculty, staff, students, administrators, and supporters where they have been underrepresented.

An area of intentional focus has been student physical, mental, and emotional wellness. The CVM has a full-time licensed professional counselor in a TAMU Student Counseling Services satellite clinic. This office offers personal counseling, psychiatric services, stress management, crisis intervention, and academic counseling to DVM students. The impact of this individual on the students and curriculum has been maximized in 2015 with a deliberate focus on student wellness. A TAMU DVM student leads the AVMA National Wellness Committee.

DVM Absolute Attrition Rates

Entering Class 2014 (0.029)
Entering Class 2015 (0.022)
Entering Class 2016 (0.022)
Entering Class 2017 (0.008)
Entering Class 2018 (0.015)

Emotional & Physical Wellness

The DVM BALANCE program was implemented in fall 2015 and is supported financially by the college. Our hope is that this program will grow and serve as a model for wellness across other CVMs. The *National Wellness Survey* for all DVM students originated from TAMU-CVM and to date was completed by nearly 3,700 DVM students across the U.S. Five faculty/staff and 5 DVM students created a video called *It's OK* that talks about the stigma associated with mental illness. Five individuals representing the DVM program are also included in a national video regarding wellness sponsored by an industry partner. Walking and running clubs have been initiated and are open to faculty, students, and staff. BIMS met a need for an important student subset by developing a “Family Room” within their advising office for students with small children, allowing parents to concentrate on critical academic discussions. BIMS sponsors cohort luncheons for 2+2 transfer students every 2 weeks to help with integration into the TAMU culture.

Curriculum & Teaching

The DVM degree requires a clinical rotation for all senior students at the Houston SPCA. This exposes our students to a greater diversity of experience in the urban environment of the 4th largest city in the U.S. A practitioner participatory Ethics Dinner continues to be held twice per year for 1VM students. There are 2 veterinary practitioners (faculty and TVMA members) who work with each group of nine 1VM students as they discuss their approach to assigned ethical cases in an open discussion format.

Campus Climate – Assess and describe the strategies used to create an environment where the opportunity to fully participate does not inappropriately or unintentionally depend on elements of an individual’s identity.

The Power of Three

CVM supports two nationally recognized student chapters – VOICE and LGVMA (now Broad Spectrum) in addition to the CVM Council on Diversity and Professionalism.

1. VOICE (Veterinary Students as One in Culture and Ethnicity): CVM has had 3 students in national leadership roles in past 3 years, including 2 Presidents.
2. Broad Spectrum (previously called LGVMA): In addition to providing an inclusive environment to LGBTQA+ persons and allies, this organization strives to illustrate the relevancy of the LGBT+ community and issues to the veterinary profession as a whole. A TAMU DVM student received a LGVMA Leadership Grant to help create a strategic plan for the National Broad Spectrum Organization.
3. CDP (Council on Diversity and Professionalism): This college-wide group includes students, staff, faculty, administration, and representatives from traditionally marginalized groups to address diversity issues within the CVM.

CVM Community Outreach/Initiatives

Various faculty, staff, and students volunteer and actively participate in activities that promote climate and diversity for groups that feel marginalized, such as Aggie Allies, Pets with a Purpose (therapy animal work), Habitat for Humanity, Voices for Children (CASA of Brazos Valley), and others – *See sample list on side bar on next page.*

Diversity Events & Initiatives

- VOICE- participated in the Brazos Valley 12th Annual Buddy Walk (Oct 11, 2015)
- Staff participated in TAMU- Wellness Walk (March 24, 2015)
- CVM Training- Alcohol and Drug Awareness, by Tom Marrs (July 30, 2015)
- "Your Voice Counts" CVM training in Aug – 27 staff/faculty attending
- DiVersity Matters- Diversity & Inclusion on Air: (monthly streaming programming – AAVMC)
- Faculty/Staff/Students participated in **Enhancing Diversity Seminar Series** speaker, Francisco Valdes (sponsored by Office of the Vice President and Associate Provost for Diversity) (Sept 2015)
- Faculty/Staff/Students participated in **Community Respect Seminar** (sponsored by: Public Partnership and Outreach at Texas A&M) (Sept 2015)
- "Ouch ...Your Voice Makes a Difference" – CVM training seminar (30 participants) Aug 2015
- QPR Training for Suicide Prevention (sponsored by TAMU Counseling Services)
- VOICE- hosted National Hispanic Month lunch w/ guest speaker Dr. Garza (Oct 2015)
- CVM- Open House- hosted families of special needs children
- CVM co-sponsored TAMU Climate Matters Conference 2015
- CVM students, faculty, and staff attended the TAMU- Climate Matters Conference 2015 (March 2015)
- Broad Spectrum hosted "Day of the Dead" event at the CVM (Oct 2015)
- CVM participated in TAMU ADVANCE activities: 3 Dept Heads attended LEAD programs (Dual Career & Effectively leading Staff), 4 Asst Prof & Research Postdocs attended the Roadmap Workshop, and 6 women faculty attended Success Circles (Writing Workshop & Moms Group)

Diversity Events & Initiatives

CVM offered AAVMC Diversity & Inclusion On-Air DiVersity Episodes (Conversations about diversity, inclusion & veterinary medicine). The college now has 2 monitored lactation rooms for use by staff, faculty, and all levels of students. An additional four bathrooms were converted to unisex in 2015. Cultural competencies are discussed as professional behaviors during Orientation and are in the Professional Student Handbook. The CVM counselor provides seminars throughout the year on wellness issues including invisible disabilities, mental and emotional health, physical health, sleep disorders, and study/organizational skills. The college works closely with TAMU Disability Services to provide the proper environment for students with a variety of disabilities. The CVM was one of only two programs chosen to participate in the AAVMC Climate Survey where our DVM students achieved an 80% response rate. This study highlighted a need to continue support for students needing a variety of accommodations and more overt use of inclusive language.

Curriculum

DVM climate and diversity curriculum concepts are addressed through our required Day One competencies, New Graduate Outcomes for Multicultural Awareness and Personal Wellness, cultural competency and Medical Spanish in a required course, and a capstone communication exercise with 2 English as Second Language clients, 1 blind client, and 1 deaf client. The proper use of social media and expectations for professionalism and civility are addressed throughout the program with the DVM students.

Equity - Assess and describe your unit's strategies to address equity issues across applicable groups (e.g., advancement, promotion, professional development, salary, staff training and development, student leadership development, start-up packages, leadership succession planning, etc.).

International & Study Abroad Experiences

BIMS offers an international certificate in Cultural Competency and Communication in Spanish. The CVM's Veterinary International Programs

facilitated 61 DVM students in Study Abroad over the past year with the largest and most well-developed faculty-led programs being to Germany, Italy, and South Africa. The 2014-2015 IPAC International Experiences numbers \$90,100 / 112 students (61 DVM, 28 BIMS, 23 CVMBs-TAMU students) more than doubled our original goal! The Hospital recruits bilingual and multilingual individuals to help clients with language barriers.

"IPAC International Experience"
61 DVM & 28 BIMS

Mediation Training

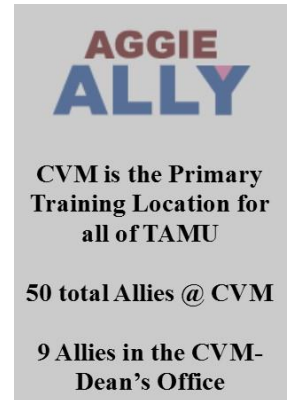
The CVM invested in Mediation Certification Training (40 hour training program) to all current department heads and numerous faculty and staff; 100% of the faculty and staff associated with the Dean's office are certified mediators, including the dean. There are a total of 73 certified mediators distributed throughout the college. Many CVM mediators are being invited to participate as guest speakers with mediation trainings across campus.

Student & Employee Training/Conferences

The CVM funded 40 faculty attendees to the George H.W. Bush - China - U.S. Relations Conference. In addition, 5 staff were sponsored for the Certificate in "Diversity and Inclusion in the Workplace" through HR; 4 staff completed their certificates in 2015 and were featured in the CVM Dean's Monthly publication, and 3 students attended the 3-day "Diversity Training Institute". CVM sponsors up to 6



students to attend Veterinary Leadership Institute (VLI) each year. Students traveled to Legislative and CDC Fly-In programs and Iverson Bell-Regional and national diversity conferences (AAVMC). Eight Graduate students participated in the TAMU Women in Science and Engineering (WISE) Conference in 2015. In October, 17 Students participated in Purdue's Diversity and Inclusion Certificate Program (Center for Diversity and Inclusion in Veterinary Medicine); besides Purdue, TAMU had the highest student participation of all CVMs! BIMS staff have completed several Child Protection Training, Green Dot certification, QPR training, Mediation Training, and Diversity and Inclusion in the Workplace certifications in 2015. The CVM hosted several Aggie Ally training sessions within the college in 2015. The SAVMA Symposium will be held at TAMU in 2017 and The National Summer Research Symposium will be held in 2018; our new facilities offer a unique opportunity to hold the entire symposium on our veterinary education campus and to share our diverse culture and climate with students and administrators from other universities.



Salary Equity & Startup Packages

Salary analysis by race and gender was evaluated in 2015. Differential tuition has been used for maintaining excellent faculty through merit raises; in FY14-15, an additional \$135,538 was distributed to each of the five departments to use for merit-based equity considerations. Career ladders continue for technical staff within the teaching hospitals. Faculty appointments (9 and 12 month) were addressed at the beginning of 2015. Through that process, CVM addressed salary inequities at all faculty levels through merit-based salary adjustments. In 2015, CVM attracted several outstanding junior and senior-level faculty members dedicated to both teaching and research in all five departments. This has included hiring experienced practicing veterinarians to integrate hands-on, “real-life” expertise into the professional program, particularly in the ambulatory, small animal primary care, and small animal emergency services. Many of these hires have been made possible by differential tuition, the Presidential hiring program, and CRI. Efforts by department head in climate, diversity, and equity are part of their annual evaluation with the CVM Dean. Two female faculty members were recently accepted into the ADVANCE Scholars Program and one female faculty was selected as a TAMUS Regents Professor.

Future Strategies

Funding received for Diversity initiatives in the previous 3 years has been used to sustain sister institution scholarships to PVAMU DVM students, scholarships for URMs to attend a summer anatomy workshop, support of three URM clinical residents, mediation training, and the support of activities sponsored by the CDP, VOICE, and LGVMA. As we move forward, the challenge lies in taking advantage of as many opportunities within reach that benefit the CVM in meeting its responsibilities and addressing societal needs:

- ❖ Despite strengths in diversity, climate, and inclusion, the CVM needs to achieve tangible results in increased numbers of URM students and faculty.
- ❖ The CVM must tell its story and extend its brand of diversity for the benefit of the CVM, TAMU, and the veterinary profession. Alumni, clients, other constituents, and academic colleagues should be kept abreast of CVM happenings in order to further instill pride, to inform about veterinary medicine, to build support for initiatives, and to share ideas with our website.
- ❖ The CVM will continue to actively lead and support professional development for faculty, staff, and students through mediation training and other high impact opportunities.
- ❖ The CVM will continue to play an active leadership role within the veterinary profession in the areas of diversity, climate, and inclusion.
- ❖ The CVM will expand its work in prompting wellness at all levels, and work to reduce the stigma associated with mental, emotional, and physical issues.